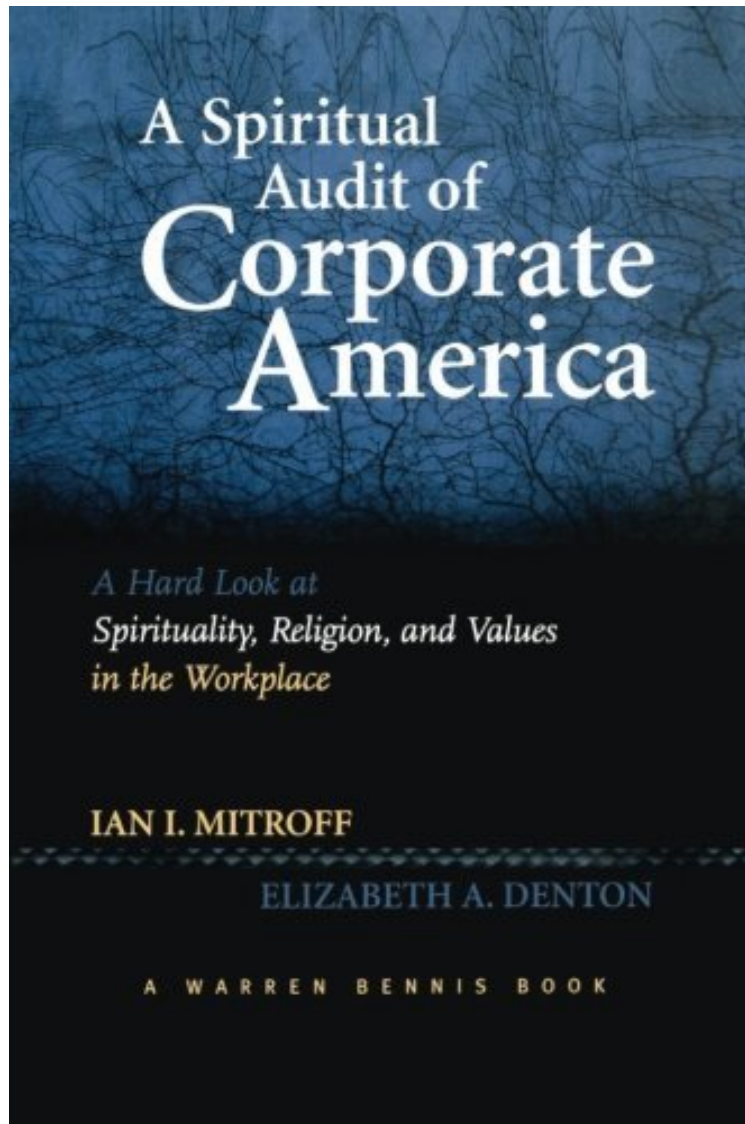


(Download) A Spiritual Audit of Corporate America: A Hard Look at Spirituality, Religion, and Values in the Workplace (J-B Warren Bennis Series)

A Spiritual Audit of Corporate America: A Hard Look at Spirituality, Religion, and Values in the Workplace (J-B Warren Bennis Series)

Ian Mitroff, Elizabeth A. Denton
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Ian Mitroff, Elizabeth A. Denton : A Spiritual Audit of Corporate America: A Hard Look at Spirituality, Religion, and Values in the Workplace (J-B Warren Bennis Series) before purchasing it in order to gauge whether or not it would be worth my time, and all praised A Spiritual Audit of Corporate America: A Hard Look at Spirituality, Religion, and Values in the Workplace (J-B Warren Bennis Series):

31 of 32 people found the following review helpful. Say, Amen! By Mitchell R. Alegre Corporate America has got religion. So it would seem with all the business books and product advertisements that appeal to the soul. Spirituality seems to have become the latest business strategy. This new release from Jossey-Bass explores spirituality, religion, and values in the workplace. The authors share the results of surveys and interviews they conducted with over two hundred organizational leaders. What emerged from the research are five models of organizational spirituality. Mitroff and Denton share the strengths and limitations of each model. The last chapter of the book blends the best from each model to propose a best-practice model for integrating soul into an organization. Why be concerned about your organization's spirituality? According to Mitroff and Denton, the future success of your business depends upon it. They contend that spirituality may well be the ultimate competitive advantage and the management of spirituality is one of the most fundamental tasks of management. Mitroff and Denton strive to bring a scientific approach to the study of spirituality in organizations. This is no airy New Age vision or dogmatic diatribe. However, the authors are passionate about the need to create soul-nurturing organizations. The book is worth reading. When you finish you, too, may see the light. Say, Amen!

1 of 1 people found the following review helpful. Struggling over two or three stars By Boulevard Estates This book had it's moments. Then, it definitely had other moments which I was not impressed. I felt as if the research was colored by a specific ecumenical viewpoint. I also feel that the research was being used to prove a point, rather than letting the data speak for itself. The presentation of the data seemed skewed to a particular point of view. When discussing certain organizational types, you can sense that the author is biased for and against certain types presented. She states "some respondents felt" to prove a point, yet she never reveals what percentage felt this way. As a reader, I felt shielded from the true data at times - as the author told me what she says the data says I should believe. Good research should present data and let the reader make informed conclusions as well. Good researchers should also present their own potential sources of bias. I guess these are my greatest complaints about this book. It could have been great...

0 of 0 people found the following review helpful. The Book That Resurrected a Reality By Timothy Ewest This book, by Mitroff and Denton (two widely respected scholars) many consider to be the christening bell and watershed moment for the Academy of Management (largest and most recognized management guild for managementscholars) to accept the reality of faith's significance within the workplace context. In many ways this book sets the agenda and provides the starting point for researchers within this field. Although, many feel it is not providing a starting line, in as much as it acts as a reminder of many in generations past who understand that religion, spirituality and faith have always acted as a motivator (94% of Americans believe in God) for people within the workplace. Ewest, Tim Visiting Research Collaborator, Princeton University Faith and Work Initiative

This first-ever survey of spiritual beliefs and practices among managers and executives finds that, while most people have strong spiritual beliefs, few feel that they can act on those beliefs at work. And yet, overall company performance is actually higher in companies where company values and spiritual values coalesce. Filling a gap in today's literature on spirituality and business, this book examines five proven models for introducing spirituality to the workplace and spells out the strengths and weaknesses of each model. More than a personal guide to spiritual well-being, it shows how you can harness the immense spiritual energy at everyone's core, and outlines solutions for bringing that energy into the organization.

"This is a very important book, I believe, both for its pioneering discoveries about spirituality in the business world and its leading-edge suggestions for putting those findings to good use."--Ken Wilber, author, *A Brief History of Everything* "This work contributes a sober, well thought-out, research-based review of spirituality in the workplace--a welcome antidote to the current plethora of superficial treatments of the subject."--Robert M. Burnside, director of products, publications alternative delivery systems, Center for Creative Leadership "A masterful release of spirituality onto the center stage of managerial life. Mitroff and Denton have done us all, educators and practitioners, a great service. Someone needed to draw back the curtain to reveal the depth of the alienation caused by the separation of being and doing in the managerial role. Bravo!"--Andre L. Delbecq, J. Thomas Kathleen L. McCarthy University Professor, Department of Organizational Analysis and Management, Santa Clara University From the Inside Flap After years of studying and practicing ways to help organizations change for the better, authors Ian Mitroff and Elizabeth Denton came to a surprising conclusion: All the conventional techniques in the world cannot produce fundamental change. Today's organizations are spiritually impoverished, and only when companies find ways to integrate personal beliefs with organizational values will meaningful change occur. With this book, authors Mitroff and Denton become the first researchers to offer hard, scientific data regarding the effect of spirituality--or the lack of it--on corporate America, that is, on the performance of organizations and executives at large. Their "spiritual audit" is based on surveys and interviews with over two hundred leaders of organizations including the YMCA, Tom's of Maine, Ben Jerry's, and Alcoholics Anonymous. It identifies those beliefs to which employees are most committed and to what degree they are being met on the job. What the authors found is that spirituality is one of the most important determinants of organizational performance. People who are more spiritually involved achieve better results. In fact, spirituality may well be the ultimate competitive advantage. However, most workers don't know how to express their

spirituality in the workplace. Employees and employers alike are hungry for positive models. Based on their research, Mitroff and Denton present five non-religious, non-offensive models for bringing people-body and soul-to work. Recounting the best practices of organizations that have learned to harness the power of spiritual energy, they show managers, executives, and organization designers how to establish policies and procedures that accommodate spirituality and leverage it as a powerful force for positive change. Finally, through a series of critical questions, they help leaders address and correct the lack of spirituality in their organizations in order to make them more creative, competitive, and profitable.

From the Back Cover: After years of studying and practicing ways to help organizations change for the better, authors Ian Mitroff and Elizabeth Denton came to a surprising conclusion: All the conventional techniques in the world cannot produce fundamental change. Today's organizations are spiritually impoverished, and only when companies find ways to integrate personal beliefs with organizational values will meaningful change occur. With this book, authors Mitroff and Denton become the first researchers to offer hard, scientific data regarding the effect of spirituality-or the lack of it-on corporate America, that is, on the performance of organizations and executives at large. Their "spiritual audit" is based on surveys and interviews with over two hundred leaders of organizations including the YMCA, Tom's of Maine, Ben Jerry's, and Alcoholics Anonymous. It identifies those beliefs to which employees are most committed and to what degree they are being met on the job. What the authors found is that spirituality is one of the most important determinants of organizational performance. People who are more spiritually involved achieve better results. In fact, spirituality may well be the ultimate competitive advantage. However, most workers don't know how to express their spirituality in the workplace. Employees and employers alike are hungry for positive models. Based on their research, Mitroff and Denton present five non-religious, non-offensive models for bringing people-body and soul-to work. Recounting the best practices of organizations that have learned to harness the power of spiritual energy, they show managers, executives, and organization designers how to establish policies and procedures that accommodate spirituality and leverage it as a powerful force for positive change. Finally, through a series of critical questions, they help leaders address and correct the lack of spirituality in their organizations in order to make them more creative, competitive, and profitable.